

On the Green

A publication for Gallaudet University staff and faculty

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Peter Un, system engineer in Computer System Engineering demonstrates a step in creating a Web page on the World Wide Web to participants at one of the Technology Fair presentations on Enrichment Day.

Brave new world of technology explored at Gallaudet's Enrichment Day 1996

At the Gallaudet "Cyber Campus" of the 21st century, a central Cyber Station contains sophisticated software and hardware and a vast data bank of information that permits students access to learning in ways that their parents never dreamed of.

Science Fiction? Hardly. And it was only one aspect of a vision for Gallaudet and other university campuses across the nation that was portrayed with imagination and verve by Philip Bravin, '66, in a plenary session opening Enrichment Day February 6 in the Gallaudet University Kellogg Conference Center.

Bravin, a member of the Board of Trustees and chief executive officer of the National Captioning Institute, is knowledgeable of the many breakthroughs in literacy technology on the horizon through his 30 years of experience in the communications industry.

For instance, what undergraduate student from the 1990s could imagine chemistry lab experiments without the rotten egg smells or the occasional explosion? But in the next millennium, said Bravin, laboratory experiments will be computer-simulated, and although they will still allow mistakes, the unpleasant side effects will be a thing of the past.

In this technological utopia, Gallaudet students conduct research for a class project on their personal computers by accessing the Cyber Library, where a vast array of up-to-date information is available to them. Imagine these students' disadvantaged parents, having to trudge across campus to a library and pore through books

to find the information they needed!

"If this [new technology] doesn't happen by the year 2000, you can come knocking at my door," said Bravin. "It is going to happen!"

Dr. Trent Batson, director of the University's recently established Academic Technology Department, which cosponsored Enrichment Day with the office of the vice president for Academic Affairs, agrees with Bravin's vision. "None of what he was saying is really far out," said Batson. "It would have seemed far out in 1989 to say that you could download pictures and sound on the World Wide Web with software as easy to use as a wristwatch, but here it is."

Generating excitement about this brave new world that is changing the face of Kendall Green and making plans on how the technology can best serve its academic programs were the goals of Enrichment Day 1996, which carried the theme "Curricular Paths and Cyber-Fields."

Each year on Enrichment Day, classes and office routines are suspended so that faculty, staff, and students can explore a topic that is central to the University's mission by attending presentations by experts, participating in workshops, and taking part in discussions.

Integration of technology into Gallaudet's educational programs is a high priority, said Batson, because this is a primary knowledge tool our culture uses now.

Enrichment Day reminded everyone in the University community that Gallaudet is committed to incorporating communications technology in academic learning.

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Board names auditorium for Swindells, addresses policies and guidelines

Gallaudet's Board of Trustees, at its February 9 meeting on campus, approved naming the auditorium in the Gallaudet University Kellogg Conference Center the Olive and Bertram Swindells Auditorium and named a new member to the University's Board of Associates, Joseph Boyle, managing partner of the Mid-Atlantic area at KPMG Peat Marwick and chair of the Greater Washington Board of Trade.

According to Philip Bravin, chair of the Committee on Financial Affairs, naming the new GUKCC's auditorium after the Swindells is "a tangible memorial" and "a permanent reminder" of Mrs. Swindells' unprecedented generosity to the University, which Bravin called another indication of the outstanding reputation and prestige of Gallaudet. Mrs. Swindells, who died last spring, left Gallaudet a \$3 million gift which allowed the University to complete the fund raising for constructing

and equipping the GUKCC.

Also on the topic of fund raising in 1995, Bravin informed the board that gifts to the University, including the Swindells gift, totalled \$6.4 million, with an additional \$400,000 in pledges. This represents 129 percent of the 1995 goal and reflects a laudable increase in giving by faculty and staff—up 92 percent from 1994.

In other actions, the Board of Trustees approved layoff and furlough policies for faculty and staff to protect the financial stability of the University. The board also approved policy changes that apply to teachers in Pre-College National Mission Programs.

The Board of Trustees also approved the following: University Faculty Guidelines amendments, as written; the 1995 year-end audit report; modifications to the University's investment policy; and revisions to the alcoholic beverages policy.

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Dr. Gannon to address Class of '96, announces plans to retire in November

President I. King Jordan announced at the February 9 meeting of the Board of Trustees that the speaker for the May 10 commencement exercises will be Dr. Jack Gannon, special assistant to the president for advocacy. Gannon's address to the Class of 1996 will be "Gallaudet's Legacy and Promise."

Dr. Jordan then paused, and on a more somber note, informed the board that Gannon plans to retire in November, ending a distinguished 28-year career at the University.

Gannon, a noted author, an outstanding leader in the nation's deaf community, and one of Gallaudet's strongest and most vital advocates, will surely be missed on Kendall Green. Next to Jordan, Gannon is undoubtedly one of the most visible and admired people at the University. Through his achievements and his many lectures, he serves as a constant reminder for young deaf people of what they are capable of accomplishing.

What will Gannon do in his retirement? Jordan's opinion to the board was, "You know Jack; he won't be gone from Gallaudet. He'll be spending a lot of time in the Archives" writing books like his highly acclaimed *Deaf Heritage* and *The Week the World Heard Gallaudet*.

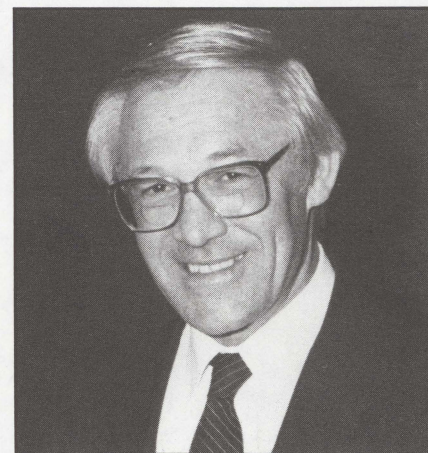
If you ask Gannon, he won't deny that writing is indeed in the

postretirement picture. But his first order of business is getting back to the land.

"On the day after I retire, I plan to officially launch my new career as a farmer!" said Gannon. He and his wife, Rosalyn, plan to grow cut-your-own Christmas trees and maybe breed dogs—boxers—at their farm near New Market, Md.

"I want to continue to write and finish those books and other projects I have been involved with and also do some volunteer work," said Gannon. "I expect to return to the campus often to do research."

"Of course," he added, "I am going to miss the students and all the wonderful folks on Kendall Green."



Dr. Jack Gannon

Plan supports Dr. Jordan's message that enrollment is 'a community effort'

A recent survey by Gallaudet's Center for Assessment and Demographic Studies reveals that at least 20,000 school-age deaf and hard of hearing students are scattered among more than 10,700 schools across the nation, where they are either alone or in the company of nine or fewer students like themselves.

In most cases, these students are essentially hidden from even the most aggressive recruitment efforts that the University could take to reach them. One can only imagine how many of these students would be excited by the prospect of taking part in Gallaudet's programs and visual learning environment with full access to direct and interactive communication in and beyond class if only they had the opportunity to learn more about them!

That is why it is up to every member of the Gallaudet community to see that these students are informed about what Gallaudet has to offer. To see that this takes place, the University has initiated a creative new strategy called the "Each One Reach One" program. Everyone connected to Gallaudet—students, faculty, staff, alumni, even the Board of Trustees—is being given student referral cards and asked to identify at least one prospective student to the Office of Admissions.

"Enrollment has become a community effort and the responsibility of everyone," said Gallaudet President I. King Jordan as he passed out Each One Reach One postcards to the Board of Trustees and members of the audience at the board's February 9 meeting on campus.

The Each One Reach One program, which was conceived by Enrollment Services, encourages everyone who is connected to the University to identify at least one person who is a potential undergraduate or graduate student. The Gallaudet person will write the prospective student's name, address, city, phone number, and other basic information on the postage-free card and mail it to the Office of Admissions. (The information can also be forwarded by e-mail.) Then, someone from the Office of Admissions will contact the person and talk to him or her about Gallaudet.

"I think that most people don't realize that each one of us can make a significant difference in

Gallaudet's recruiting effort," said Astrid Goodstein, executive director of Enrollment Services, about Each One Reach One. "Too many students have never heard of Gallaudet."

The University community has always been eager to tell prospective students about Gallaudet through efforts such as TTY-A-Thons, home visits, and more recently, the new Ambassadors program for alumni across the nation. "But Each One Reach One is more encompassing," said Debby DeStefano, director of the Office of Admissions. "If everyone gives us at least one lead, it's a start. Then we will follow up. We will contact each and every lead and inform the person about Gallaudet."

"You don't have to have formal training in recruiting, just speak from the heart," said Goodstein. But to be sure people at Gallaudet are informed about basic facts regarding the University, Enrollment Services will provide orientations. Formats may vary, ranging from a town hall meeting for students to departmental or unit meetings.

Obtaining leads should be relatively easy, as long as we keep enrollment in the back of our minds as we go about our day-to-day routines. "For example, you may see two young deaf people signing in a mall," said Goodstein. "In the past, you may have said 'hello' and walked on. But now, we are asking you to get these young people's names and addresses." Goodstein also suggested that if anyone reads an article about a deaf person, to clip it out and send it to the Office of Admissions.

Goodstein hastened to add that information on students of all ages will be welcomed. "Don't be under the assumption that we are only interested in reaching students when they are high school seniors," she said. "We want to talk to them when they are young and get them interested, perhaps invite them to participate in summer programs like the Young Scholars Program."

On the other hand, working adults are frequently seeking to improve their job skills, so they may be interested in taking courses at the University. Goodstein added that deaf and hard of hearing students enrolled in other colleges or universities may want to come here for the unique Gallaudet experience

under the Visiting Students Program. These students would then be prospective recruits for graduate school.

The Office of Enrollment Services reports that the University's overall spring 1996 semester enrollment figure is 2,037. Last year, the spring semester count was 1,973, and in 1994, it was 2,024.

The mix of the student body has changed, said Goodstein. The breakdown of student numbers for this semester shows that 1,353—66 percent, are undergraduates, representing a 6 percent decline from last spring; 561—28 percent, are graduates, a 33 percent increase from spring 1995; and 123—6 percent, are sign language students, up 3 percent from last spring. The rise in the graduate student enrollment is attributed to a surge in enrollment in extension courses.

Goodstein added that spring enrollment figures are traditionally lower than they are in the fall because there are students who leave the University for a variety of reasons. For example, in December, 31 seniors successfully completed degree requirements.

"We made some modest gains this semester," said Goodstein, "but things are not rosy." The University's goal, she said, continues to be a student body of 2,200. She added that Gallaudet needs to attract more degree-seeking students.

Ensuring that Gallaudet employs successful strategies to attract qualified students is one of five priorities set by Jordan and the University's vice presidents for 1995-96.

Beefing up undergraduate and graduate enrollment has been given such a strong emphasis that in December Jordan transferred Enrollment Services to the President's Office, under the supervision of Dr. Bette Martin, special assistant to the president for institutional affairs. By the end of this month, the Office of Admissions will move from Ely Center to Ballard House on Faculty Row.

The move is being made, explained Martin, because it is important that prospective students, their families, and other visitors receive a good first impression of Kendall Green. And Ballard House, she said, gives visitors an immediate sense of Gallaudet's rich heritage.

"A lot has happened in the past two months since Enrollment Services started reporting to me," said Martin. "I am excited to be working on such an important issue, and I am impressed with the enthusiasm, creativity, and hard work of everyone in Enrollment Services."

Like Goodstein and DeStefano, Martin is convinced that the Each One Reach One program can be highly effective. "The CADS data shows that in the vast majority of schools, there are only one or two deaf or hard of hearing students enrolled, so it is simply impossible for our Recruitment Office to be in individual contact with these students."

"However, when I think of the Gallaudet community, I realize that the network we have is remarkable!" said Martin. "Almost everyone here has a colleague who is an educator somewhere in the country where a

deaf student is enrolled, or has family or friends who know someone who is a potential Gallaudet student. So Each One Reach One represents a major effort to reach prospective students whom we haven't contacted before."

Efforts by everyone at Gallaudet to increase enrollment is essential today because the University is literally competing against every college and university in the United States—not just the National Technical Institute for the Deaf—to recruit the most promising deaf and hard of hearing students.

"We have to let these students know that here they will be educated at a unique university where they have full participation in class and extracurricular activities in a multicultural environment," said Martin. "We need the whole Gallaudet community to help us find these students so the Admissions Office can pass on this important message."

Memorial Service for Ryan Feb. 23

A memorial service for Stephen Michael Ryan, who passed away on December 15, will be held this Friday, February 23, from 3 to 5:30 p.m. in the Gallaudet University Kellogg Conference Center.


The service will take place in the Conference Center's ballroom, and a reception will immediately follow.

Speakers for the memorial service will be Ben Bahan, master of ceremonies, Norma Buemi, Agnes Sutcliffe, Mary Anne Pugin, Lynn Jacobowitz, and Mark Tessier.

Planning for the memorial service has been a combined effort of members of the Center for Communication and ASL Training and Assessment, the Office of Alumni Relations, the Development Office, Kappa Gamma alumni, the Bison Club, and friends in the Deaf community.



School of Education and Human Services dean William McCrone presents administrative secretary Felicia Davis (formerly Jones) her five-year service award.



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Relevance of 'I have A Dream' speech has not faded, says Dr. Wilson

The vision of equality among all races in America that Dr. Martin Luther King, Jr., so eloquently yearned for in his milestone 1963 civil rights speech "I Have A Dream" is just as relevant in 1996 as it was then, according to Dr. Reginald Wilson, senior scholar for the American Council on Education.

Wilson, a renowned psychologist, educator, and author, most notably in the areas of diversity and multiculturalism, addressed many of the burning issues affecting African Americans today during his February 5 keynote address in Elstad Auditorium for Black History Month at Gallaudet.

Wilson recalled being at the historical civil rights march of 1963 that ended in Washington, D.C. The event attracted both white and black proponents for racial equality, and proved to be a catalyst for change in the social consciousness of a nation.

But the 100-year interim between the time President Abraham Lincoln signed the Emancipation Proclamation and the 1963 march was a long and bitter one for black people in America, said Wilson.

African Americans "lived on a lonely island of poverty in an ocean of prosperity," said Wilson, adding, "and it is much like that today." He acknowledged that some progress has been made, notably legislation such as the Civil Rights Act, Affirmative Action, and the Voting Rights Act enacted during the administration of president Lyndon Baines Johnson.

Still, there are many disturbing factors that confront us. For example, a 1995 survey found that white workers earn higher wages than black workers. It also revealed that white people are twice as likely to graduate from high school and less than one-half as likely to drop out of school than black people.

Other data show that there were more black people in 1993 living below the poverty line than in 1983. In 1995, there were more black people in prison than in college, and there are more black men in prison now than in 1963. And today, 29 percent of black people are poor, a higher ratio than in 1960.

Faced with these and other concerns, the black community in America is ready for an event to inspire change much like the 1963 march proved to be. Some social and political experts believed that the Million Man March last

October, which drew three times the number of people who turned out for the 1963 march, would be the impetus.

People who witnessed Martin Luther King, Jr.'s, "I Have A Dream" speech were connected by their vision that one day people of all races could live together in unity. But the Million Man March was not as focused, said Wilson.

Many of the major issues facing black people today—poverty, affirmative action, and the high population of black men in prison—were not addressed at the Million Man March, said Wilson. "And tragically, an historic moment was lost.

"In the end," said Wilson, "[the march] was a love fest, a communal gathering, and most of the people had scattered before [Nation of Islam leader Louis Farrakhan] gave his two- and one-half hour oration."

Today, the black community is searching for leaders, said Wilson. "Today, there are more complexities than in '63. We need a new vision and new expectations."

African American students at Gallaudet who have excelled at the University and at MSSD were recognized following Wilson's talk.

Students receiving Academic Achievement Awards from the University were: Zabra Harrell, a Ph.D. candidate; Valerie Borum, a second-year graduate student; Kimberley Scott Olson, a first-year graduate student; Jimmie Dixon, a senior; Tara Miles, a junior; Nichele Chanda Smith, a sophomore; and Robert Tackle, DeMone Sweet, and Rochelle Langford, freshmen.

MSSD students named as Academic Achievement Award recipients were: Shanaya Ellsberry, a senior; Sharra Paige, a junior; Marc Bowman and Shakeima Jenkins, sophomores; and Earl Allen, a freshman.

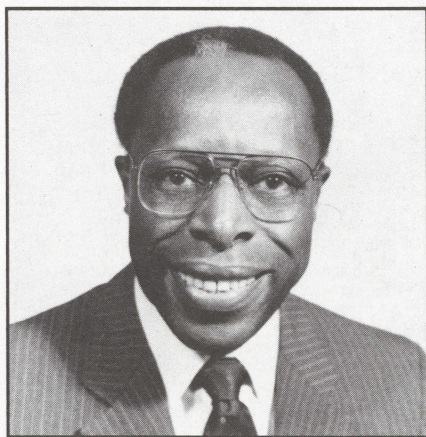
Gallaudet's observation of Black History Month 1996 will end February 29 with a presentation by the South African Ambassador to the United States, His Excellency Franklin Sonn, at 3 p.m. in Ely Auditorium. A reception will follow in the Ely Multipurpose Room.

President I. King Jordan, Lindsay Dunn, special assistant to the president in the Office of Diversity and Community Relations, and KP Perkins, director of Multicultural Student Programs, who represent the three campus offices that sponsor Black History Month, encourage the University community to attend Sonn's talk, which promises to be an interesting and informative presentation.

CDC seeks items, announces openings

The Child Development Center is seeking donations of the following items: a laminating machine, a step stool, a blender, plants, write-on/wipe-off boards, a telephone/TTY table, and old, broken TTYS.

The CDC also announces that there are a few openings for both full-time and part-time child care for 4-year-olds at the CDC. For more information, call Gail Solit at x5130 or e-mail GASOLIT.



Dr. Reginald Wilson

The rise and fall of a dirty rotten rumor

By Mercy Coogan

You know the dirty rotten rumor we're talking about here.

Tracing its origins has proven to be nearly as difficult as squelching it, since once it was launched on the intergalactic Deaf grapevine, it traveled at light speed across the country: "Gallaudet will close! Gallaudet will close! Gallaudet will close!"

So the Rumor Busters, (aka the Public Relations Office) launched a counteroffensive. "GALLAUDET WILL NOT CLOSE! GALLAUDET IS ALIVE AND WELL AND WILL REMAIN THAT WAY FOR AT LEAST ANOTHER 100 YEARS," proclaimed the University in letters, faxes, e-mails, speeches, and advertisements.

But the dirty rotten rumor seemed to be made of kryptonite. And it was dangerous. A few students wondered if they should transfer to another university, and some potential students questioned the wisdom of applying to a university that was supposed to close soon.

In response, the Rumor Busters notched up its anti-rumor campaign. It sent "agents" to poker and bridge parties, bowling league gatherings, teachers' lounges, school cafeterias, and other places where conditions are suitable for the hatching and dispatching of rumors.

"GALLAUDET WILL NOT CLOSE," said the agents again and again. "YOU'D BETTER BELIEVE THAT EVEN IF CONGRESS DECIDED TO WITHHOLD EVERY PENNY FROM THE UNIVERSITY, GALLAUDET WILL KEEP ON EDUCATING DEAF AND HARD OF HEARING STUDENTS."

And guess what? It's working. A recent survey shows that, overall, people understand that rumor of Gallaudet's demise is *thoroughly exaggerated*. Of course, the rumor mill itself is in fine shape and continues to titillate us with juicy tidbits. But the Rumor Busters are prepared, and should another dirty rotten rumor surface, please remember... Who you gonna call? The PR Office!

Employees asked to complete surveys to help ensure high quality of services

By Kurt Schneidmiller

Colleges and universities have traditionally collected and used information such as student test scores, status of alumni, faculty research productivity, and levels of resources to compare themselves with peers and competitors and to demonstrate to boards, accreditors, and funding sources that their institutions are doing good jobs.

In recent years, however, funding limitations and declining enrollments have created the need for colleges and universities to collect and evaluate data for internal purposes. Dr. Ted Marchese, in his October 1995 address to 120 members of the campus community on the state of higher education, spoke of the need for institutions of higher learning to increase their efficiency and effectiveness if they are to survive and thrive in the 21st century.

In recent months, president I. King Jordan has frequently informed the Gallaudet community about the challenges the University is facing and the plans the University must make in order to improve programs while reducing costs. The president's institutional priorities for fiscal year 1996 provide the general direction the University will take.

In support of the institutional priorities, Paul Kelly, vice president for Administration and Business, has embarked on a two-fold project that will enable the division to evaluate how efficiently it operates compared with other institutions and how effectively it serves the campus community.

Administration and Business is currently participating in a "benchmarking" survey conducted by the National Association of College and University Business Officers (NACUBO). Kurt Schneidmiller, director of Institutional Research, is coordinating the project. Twenty-six Administration and Business

functions are being studied, and the results will be compared with other colleges and universities.

Last year, 120 institutions participated in the survey. An equal number is expected to participate this year. "This part of the project will enable us to evaluate how well or how poorly we are performing compared to others," stated Kelly. "We will learn who is doing a better job and why, and then we will use the information to make our programs more efficient."

Several non-instructional areas in the division of Academic Affairs and two in Institutional Advancement are also participating in the project.

A second part of the benchmarking project will enable Administration and Business to obtain feedback from people who use many of the services the division provides.

Next week, Gallaudet employees will be asked to complete a customer satisfaction survey asking for input on any of 20 services used during the past year. Survey results will be available in the spring. Administration and Business managers will be able to see how the community rates their services and to compare Gallaudet's user satisfaction levels with those at other colleges and universities.

Kelly believes this is a particularly important part of the survey and is hoping there will be a large response. "I am committed to providing a high level of service to the campus community and to making improvements, if needed," he said.

The NACUBO survey does not yet include students as a customer group. However, Hillel Goldberg, manager of Auxiliary Services, has distributed questionnaires to students which ask them to rate food, postal, and other services.

Later this spring, Administration and Business will offer a seminar on benchmarking techniques and their use.

Enrichment Day sparks imaginations on uses of technology in education

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To help achieve this, the day served as a forum for students to express what they want to see happen in their higher learning experience here and for faculty to brainstorm ways to meet these hopes by incorporating technology in the curriculum.

Further, Enrichment Day showed what the University is doing now to incorporate cutting-edge technology on campus at a Technology Fair, where 13 presentations were given throughout the day, many by students, faculty, and staff. The fair proved to be one of the most popular activities of the day, with some presentations commanding standing room only crowds.

Coincidentally, the technology theme also was fitting because Enrichment Day took place just two days before President Bill Clinton signed into law the Telecommunications Act of 1996, which Clinton said will change forever the way American people communicate.

Enrichment Day created an almost visible air of excitement on campus by giving participants a taste of what the possibilities for the campus can be. For example, following Bravin's talk, Dr. Cynthia King, associate professor in Educational Foundations and

Research, gave a fascinating video presentation on CAP Media, an accessible, interactive media device to enhance learning. The CAP Media software, which King developed, enables students to work with visual materials, combining visual analysis with writing (captioning). King's video presentation was developed by the Department of Television, Photography, and Educational Technology.

And at the afternoon plenary, Steve Gilbert, director of Technology Projects at the American Association for Higher Education, talked about the technology explosion that is taking place at colleges and universities across the nation. Gilbert displayed a chart representing seven areas of technology in learning that profoundly illustrated his point. The chart showed a phenomenal rise in the use of electronic communication and learning in the span of only one year. For example, in 1994, 7 to 8 percent of faculty across the nation were using e-mail to supplement classroom teaching. By 1995, the number had increased to 20 percent.

"I think the day certainly raised the consciousness and increased the expectations for change," said Batson. "I've heard nothing but great things; everyone seems to have been energized." Batson joked, "I think we also confused a lot of people to the point that now they want to know more!"

Precisely what topics students will want to know more about will become clearer later this month. Batson explained that on Enrichment Day 150 students met in groups of 15, each developing a statement with ideas of ways they feel that technology can assist them in learning at Gallaudet. The statements will be condensed into a report to the University's Teaching, Learning, and Technology Roundtable. TLTR, which was formed last December, is made up of 30 people from various University departments whose goal is to help coordinate campus-wide changes involving the use of technology. The group is cochaired by Batson and vice president for Academic Affairs Roslyn Rosen.

The seeds of creativity planted during Enrichment Day are expected to grow significantly. This is because the day also kicked off a two-year professional development program for faculty and staff. The goal of the program is to enrich the learning environment on campus through the use of technology. The project, which is administered by Academic Technology, is made possible by a \$300,000 grant from the Andrew W. Mellon Foundation and a \$50,000 grant from AT&T that Gallaudet's faculty, staff, and the Division of Institutional Advancement were successful in helping to secure. The grants will create a state-of-the-art multimedia lab for workshops led by experts from on and off campus who will keep faculty informed about cutting-edge literacy and communications technology.

Batson believes that the program is essential—and that the two-year time frame is necessary—to help faculty make a shift from traditional ways of teaching. "It's a profoundly different way of imparting

knowledge when, for example, you do research on the World Wide Web instead of books," he said. But Batson pointed out that computer technology has a distinct advantage because data can be updated constantly, whereas much of the information in printed materials is often outdated by the time it goes to press. "So this represents a change in style, in approach, and in how faculty see their roles."

The next phase in the program, said Batson, is to select 20 faculty members in March who have innovative plans to incorporate technol-

ogy into their teaching curriculum or that will benefit the University overall. These "technology fellows" will receive the necessary training, group assistance, and other benefits from the University to support their projects. "We're hoping that departments will be more encouraged to commit to change after seeing the work that the technology fellows are doing," Batson explained.

Enrichment Day ended with poster sessions. The presentations were a follow-up to last year's Enrichment Day theme, "Literacy, Reading, Writing, and Your Future."

Actions on policies, guidelines outlined

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In addition, the board accepted the resignation of Dr. Philip M. Sprinkle.

Regarding the furlough policy, the board's action enables the president, with the board's approval, to institute a full or partial shutdown of programs and services and/or to temporarily place employees on leave without pay status (furlough) if necessary to preserve the financial well-being of the University.

The furlough policy was developed following two federal government shutdowns that delayed Gallaudet's funding for several weeks and nearly caused the temporary closing of Pre-College National Mission Programs.

In the absence of the federal appropriation, Gallaudet can continue to operate for a short period of time using reserve funds; however, furloughs could be necessary if Gallaudet's appropriation is delayed for an extended period. President I. King Jordan directed the development of a policy for board review and implementation at the February meeting for immediate use in the event that a worst-case situation occurs. The University is currently operating on a continuing resolution that is scheduled to expire on March 15. The continuing resolution funds the University at 90 percent of its FY '95 appropriation. Pre-College National Mission Programs has been funded at 90 percent through September 30.

The furlough policy will be in effect on an interim basis while campus constituency groups review the policy and provide feedback. The president and the board may consider revisions to the policy after all feedback has been reviewed.

Addressing the board's action on layoff guidelines, Dr. Jordan emphasized that the guidelines are not related to any current financial emergency; however, given the short-term and long-term financial picture, layoffs will be inevitable. The guidelines will be used for the purposes of program reduction, elimination, or restructuring.

The president stressed to the board the importance of offering severance arrangements that would treat affected employees, particularly long-term employees, fairly and humanely. The guidelines, which are in separate documents for University faculty, Pre-College teachers, and staff, describe layoff procedures, timelines, and severance packages. The board revised the proposed guidelines to increase the maximum severance pay for staff from 26 weeks to 50 weeks.

Jordan also stressed that the guidelines supplement existing policies and supersede the Vision Implementation Plan Displacement/Reassignment Guidelines of 1994. Campus personnel will receive a copy of the guidelines soon.

The policy changes approved by the board that apply to Pre-College teachers were developed following a board directive to bring the Pre-College faculty guidelines more in line with practices at area public school systems.

Several existing policies were revised to include Pre-College teachers, for example, funeral leave, parental leave, jury/witness leave, and military leave. New policies related to appointments and work schedule changes, probationary period and continuing appointment, sick leave, personal leave, and dismissal and layoff, will be included in a new section of the *Administration and Operations Manual*.

In transmitting the policies to the board, Dr. Jane Fernandes, vice president for Pre-College National Mission Programs, stated the importance of creating "a unique role for Pre-College teachers who are not only elementary and secondary teachers, but who are charged by federal mandate to have a national impact on the education of deaf and hard of hearing students." An open executive session of the board allowed Pre-College representatives to provide input on the proposed changes.

Copies of the revised and new policies will be distributed to budget unit heads and will also be available in the campus libraries and on GOPHER.

(Note: Denise LaRue, director of the Office of Human Resources, contributed to this article.)

Classified Ads

FOR RENT: Room in Silver Spring, Md., home to nonsmoker, no pets, must have own trans., \$350/mo. incl. util. and cable TV. Call (301) 384-8766, or e-mail MMMICELI (V/TTY).

WANTED: Nonsmoking roommate to share 3-BR duplex in Odenton, Md., no pets, must have own trans., \$400/mo. plus util. (nego.). Call Patti, (202) 927-4872 (TTY) before 4 p.m. or (410) 672-1331 (TTY) after 6 p.m.

FOR SALE: '90 Magnavox 20-in. TV, remote control, closed captioner not incl., exc. cond., \$150. E-mail 11CGRIF-FITH, or call (202) 675-4519 (TTY).

WANTED: Infant/preschool-age child to share wonderful babysitter we have for our 20-month-old daughter in our Silver Spring, Md., home, near White Oak/Four Corners, weekdays, 8 a.m.-6 p.m. Call Janne, x5340, or e-mail JMHARRELSON.



One of Tennessee Williams' best known plays, *The Glass Menagerie*, will open at Gallaudet February 23 at 8 p.m. in Elstad Auditorium.

This haunting play about a family held captive by their illusions is directed by Rita Corey, an assistant professor in the Theatre Arts Department.

The cast includes Pamela Wright as the overbearing mother, Amanda Wingfield, Davina Asmus and Ricky Harris as her children, Laura and Tom, and James Brune as the Gentleman Caller. Members of the design team include Billy Simms, set design, Margaret Luongo, lighting design, and Rosemary Pardee, costume design.

Additional performances will be presented on February 24 and March 1 and 2 at 8 p.m. and February 25 and March 2 at 2 p.m. All performances are signed with vocal interpretation.

Tickets are \$6 for students (including sign language students) and \$8 for general admission. Full-time Gallaudet students will be admitted free with I.D. Box Office hours are as follows: February 19 to 22, 2 to 5 p.m.; February 23, 2 to 8 p.m.; February 24, 5 to 8 p.m.; February 25, noon to 2 p.m.; February 26 to 29, 2 to 5 p.m.; March 1, 2 to 8 p.m.; and March 2, noon to 8 p.m. Reservations can be made by calling x5500 (V) or x5502 (TTY).

February 19, 1996